

Required Outcome Metrics

Agencies are required to use the following outcome metrics for the Results-Oriented Performance Culture system.

Required Metric	Description	Purpose
Organization Metric: SES Performance/Organizational Performance Relationship	Relationship between SES performance ratings and accomplishment of the agency's strategic goals	To determine the extent to which SES appraisals and awards are appropriately based on achievement of organizational results
Organization Metric: Workforce Performance Appraisals Aligned to Mission, Goals and Outcomes	Degree of linkage between all employees' performance appraisal plans and agency mission, goals, and outcomes	To determine whether all employees have performance appraisal plans that effectively link to the agency's mission, goals, and outcomes
Employee Perspective Metric: Results-Oriented Performance Culture Index	A score based on items from the government wide Annual Employee Survey	To determine the extent to which employees believe their organizational culture promotes improvement in processes, products and services, and organizational outcomes
Merit System Metric: Merit-Based Execution of the Results-Oriented Performance Culture system	An assessment, conducted by OPM or by agencies with OPM oversight, of compliance with merit system principles and related laws, rules, and regulations governing the Results-Oriented Performance Culture system	To determine that decisions, policies, processes, and practices executed under the Results-Oriented Performance Culture system comply with the merit system principles and related laws, rules, and regulations